

Bryn Mawr Coll.
Grad. Coll.
Soc. Ec. & Soc. Research - Indust. Supervision
(Grad. Courses)
1918

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1918

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BRYN MAWR COLLEGE

Carola Woerishoffer Graduate
Department of Social Economy and
Social Research

Graduate Courses in Industrial Supervision
to Meet the War Emergency
Demand for

1918

- Employment Managers
- Service or Welfare Superintendents
- Industrial Superintendents of Women's Work
- Factory Inspectors
- Investigators of Industrial Problems Affecting Women
- Industrial Secretaries
- Industrial Group Leaders

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BRYN MAWR, PENNSYLVANIA
June, 1918

CALENDAR OF COURSES, INDUSTRIAL SUPERVISION, 1918-1919.

GROUP I.

June 10 th to July 5th.	Class room instruction at Bryn Mawr College and field work.
July 8th to August 20th or September 27th.	Field work in industrial establishments of New England.
October 1st to February 2nd.	Class room instruction at Bryn Mawr College and field work.

GROUP II.

October 1st to February 2nd.	Class room instruction at Bryn Mawr College and field work.
February 2nd to June 5th.	Field work in industrial establishments of Pennsylvania.

GROUP III.

February 5th to June 5th.	Class room instruction at Bryn Mawr College and field work.
June 9th to September 26th.	Field work in industrial establishments.

ACADEMIC YEAR, 1918-19.

September 30th.	Registration of students. Halls of Residence open for students at three p. m.
October 1st.	Registration of students.
October 2nd.	The work of the thirty-fourth academic year begins at a quarter to nine o'clock.
November 27th.	Thanksgiving vacation begins at one o'clock.
December 2nd.	Thanksgiving vacation ends at nine o'clock.
December 19th.	Christmas vacation begins at one o'clock.
January 3rd.	Christmas vacation ends at nine o'clock.
January 22nd.	Half-yearly collegiate examinations begin.
February 2nd.	Collegiate examinations end.
	Annual meeting of the Alumnae Association.
February 3rd.	Vacation.
February 4th.	Vacation.
February 5th.	The work of the second semester begins at a quarter to nine o'clock.
March 21st.	Announcement of European Fellowships.
April 16th.	Easter vacation begins at one o'clock.
April 24th.	Easter vacation ends at nine o'clock.
May 20th.	Vacation.
May 21st.	Collegiate examinations begin.
May 31st.	Collegiate examinations end.
June 5th.	Conferring of degrees and close of thirty-fourth academic year.

OFFICERS OF ADMINISTRATION.

ACADEMIC YEAR, 1917-18.

President,

M. CAREY THOMAS, PH.D., LL.D.

Office: Taylor Hall.

Dean of the College,

HELEN HERRON TAFT, A.M.

Office: Taylor Hall.

Recording Dean and Assistant to the President,

ISABEL MADDISON, B.Sc., PH.D.

Office: Taylor Hall.

Secretary and Registrar of the College,

EDITH ORLADY, A.B. Office: Taylor Hall.

Comptroller,

SANDY LEE HURST. Office: Taylor Hall.

ACADEMIC APPOINTMENTS.

1918.

*Carola Woerishoffer Department of Social Economy and Social Research and Allied Departments.*SUSAN MYRA KINGSBURY, PH.D., *Carola Woerishoffer Professor of Social Economy and Director of the Carola Woerishoffer Department of Social Economy and Social Research.*

A.B., College of the Pacific, 1890; A.M., Leland Stanford Jr. University, 1899; Ph.D., Columbia University, 1905. University Fellow, Columbia University, 1902-03; Holder of the European Fellowship of the Women's Education Association, Boston, Mass., 1903-04; Instructor in History, Vassar College, 1904-05; Director of Investigation, Massachusetts Commission on Industrial and Technical Education, 1905-06; Instructor in History and Economics and Head of Departments, Simmons College, 1906-07; Assistant, Associate, and Professor in Economics, Simmons College, and Director of the Department of Research, Women's Educational and Industrial Union, Boston, 1907-15.

JAMES H. LEUBA, PH.D., *Professor of Psychology and Education.*

Neuchâtel, Switzerland. B.S., University of Neuchâtel, 1886; Ph.D., Ursinus College, 1888; Scholar in Psychology, Clark University, 1892-93; Fellow in Psychology, Clark University, 1893-95; Ph.D., Clark University, 1896.

THEODORE DE LEO DE LAGUNA, PH.D., *Professor of Philosophy.*

A.B., University of California, 1896, and A.M., 1899; Ph.D., Cornell University, 1901. Teacher in the Government Schools of the Philippine Islands, 1901-04; Honorary Fellow and Assistant in Philosophy, Cornell University, 1904-05; Assistant Professor of the Philosophy of Education, University of Michigan, 1905-07.

CLARENCE ERROL FERREE, PH.D., *Professor of Experimental Psychology and Director of the Psychological Laboratory.*

B.S., Ohio Wesleyan University, 1900, A.M., 1901, and M.S., 1902; Ph.D., Cornell University, 1909. Fellow in Psychology, Cornell University, 1902-03; Assistant in Psychology, Cornell University, 1903-07.

GERTRUDE RAND, PH.D., *Associate in Experimental and Applied Psychology.*

A.B., Cornell University, 1908; Ph.D., Bryn Mawr College, 1911. Graduate Scholar in Psychology, Bryn Mawr College, 1908-09, 1911-12, Fellow in Philosophy, 1909-10, Fellow in Psychology, 1910-11, and Sarah Berliner Research Fellow, 1912-13.

CHARLES GHEQUIERE FENWICK, PH.D., Professor of Political Science.

A.B., Loyola College, 1898; Ph.D., John Hopkins University, 1912. Student of Political Science, Johns Hopkins University, 1909-11; Law Clerk, Division of International Law in the Carnegie Endowment for International Peace, 1911-14; University of Freiburg, summer, 1913; Lecturer on International Law, Washington College of Law, 1912-14.

ANGIE LILLIAN KELLOGG, A.M., *Instructor in Social Economy and Social Research.*

A.B., Vassar College, 1903, and A.M., 1904. Resident Fellow, Vassar College, 1903-04; Teacher of English, Schenectady High School, N. Y., 1904-10; Law Student, 1910-11; Fellow in Philosophy, Bryn Mawr College, 1911-13, and Graduate Scholar and Fellow by Courtesy, 1913-14; Holder of Mary Richardson and Lydia Pratt Babbott Fellowship of Vassar College, 1913-14; awarded A. C. A. European Fellowship for 1914-15; Probation Officer for Girls in Watertown, N. Y., Agent for S. P. C. C. Society of Jefferson Co., N. Y., and Superintendent of Bureau of Charities, Watertown, N. Y., summer of 1911; Officer at Bedford Reformatory, N. Y., summer of 1912; Jefferson County Agent for Dependent and Delinquent Children, 1914-16; Research Field Worker for New York School of Philanthropy, January to May, 1916.

ANNA CHRISTINE MCBRIDE, A.M., *Reader in Statistics and Secretary to the Carola Woerishoffer Department of Social Economy and Social Research.*

A.B., B.S., University of Missouri, 1912, and A.M., 1913. Problem Reader in Mathematics, University of Missouri, 1910-13; Graduate Scholar, University of Missouri, 1912-14; Graduate student, Columbia University, 1914-16.

CLARA E. MORTENSON, M.S., *Instructor in Labor, Economics, and Politics.*

B.S., University of California, 1915, M.S., 1916. Assistant Investigator, Industrial Relations Commission, 1914-15; Assistant in Economics, University of California, 1915-17.

ANNE BEZANSON, A.M., *Instructor in Social Economy and Social Research.*

A.B., Radcliffe College, 1915; A.M., 1916. Harvard University, 1915-16. Manager, Business Firm, 1903-11; Assistant in Economic Research, Harvard University, 1916-18; Lecturer on Statistics, Wellesley College, 1917-18.

MARJORIE LORNE FRANKLIN, A.M., *Instructor in Economics and Politics.*

A.B., Barnard College, 1913, and A.M., Columbia University, 1916. Graduate Scholar, Bryn Mawr College, 1913-14, and Fellow in Economics, 1914-15; Columbia University, 1915-16; Library Assistant, American Telephone and Telegraph Co., 1916-17; Instructor in Political Science, Vassar College, 1917-18.

ELLEN CULVER POTTER, M.D., *Lecturer in Social Hygiene.*

M.D., Woman's Medical College of Pennsylvania, 1903. Associate in Gynecology, Woman's Medical College of Pennsylvania, 1913; Clinical Professor of Gynecology, Woman's Medical College of Pennsylvania, 1914-1917; Medical Director of the Hospital of the Woman's Medical College of Pennsylvania, 1917—.

Lecturer in Industrial Hygiene to be appointed.

Lecturer in Employment Management to be appointed.

OBJECT.

An increasing demand for women supervisors in industrial establishments is making itself felt. The Government has already found itself handicapped by the lack of women supervisors in its work of providing munitions and other supplies to equip our Army over seas. The need has been felt most of all in the Office of the Secretary of War and the United States Labor Policies Board.

In order to meet this demand from the Government and from private employers the War Council of the Young Women's Christian Association has established a Bureau of Industrial Supervision to recommend women trained to direct and guide women employees and has generously voted a sufficient sum of money to Bryn Mawr College to enable it to give this training in its Carola Woerischffer Department of Social Economy and Social Research.

The following courses will be offered by the Carola Woerischffer Department as war emergency courses and as a natural development of the work of the Department. These courses are planned to train women who have the necessary personal qualifications and have already received a college degree. Training will be given for the following positions :

- Employment managers.
- Service or welfare superintendents.
- Industrial superintendents of women's work.
- Factory inspectors.
- Investigators of industrial problems affecting women.
- Industrial secretaries.
- Industrial group leaders.

ENDORSEMENT AND CO-OPERATION.

The purpose of this course has the hearty endorsement of Mr. Felix Frankfurter, chairman of the United States Labor Policies Board and effective co-operation is assured. The course is also planned with the endorsement of the Office of the Secre-

tary of War and the general plan of the work is fully approved by Dr. Edward M. Hopkins, President of Dartmouth College, who has been appointed by the Administration to take charge of Industrial Relations of the Quartermaster's Department.

The Commissioner of Labor and the Department of Labor and Industry of Pennsylvania earnestly second this endeavor to meet the present industrial needs and will accord the fullest co-operation and assistance in carrying out the proposed training.

SESSIONS.

Three groups of ^{about} ten students each will be enrolled every four months, beginning June 10, 1918, in order to give the necessary training as rapidly as possible.

GROUP I.

The first course will open June 10⁷, 1918, and will extend to February 2, 1919, thus covering a period of eight months. The work of this course will be carried on in three sessions:

- (a) From June 10⁷th to July 6th, during which time the student will attend lectures and seminars at Bryn Mawr College for two-thirds of her time, and engage in field or practice work under immediate supervision in Philadelphia or neighboring manufacturing establishments for one-third of her time.
- (b) From July 8th to September 1st or October 1st, according to the choice of the student. During this period the entire time of the student will be spent in field work in one or more assigned manufacturing establishments in New England under the continuous supervision of an instructor of the Department.
- (c) From October 1st to February 2d, during which time the student will attend courses at Bryn Mawr College for two-thirds of her time, either those regularly given or specially arranged, and engage in field work and practice work under the supervision of an instructor for one-third of her time.

GROUP II.

The second course will open October 1, 1918, and extend to June 5, 1919. The work in this group will be conducted in two periods:

- (a) From October 1st to February 1st, at Bryn Mawr College, during which period the student will devote two-thirds of her time to the regular and special courses of the Department and one-third of her time to field and practice work, under supervision of the Department.
- (b) From February 1st to June 1st, during which period the student will devote her time to field and practice work in manufacturing establishments in or near Philadelphia under the direct supervision of an instructor in the Department and will attend regular lectures and conferences upon her work. She will also be assigned reading or investigation problems.

GROUP III.

The third course will begin February 5, 1919, and will extend to October 1, 1919. The work of the third group will duplicate the work of the second group except that the work at Bryn Mawr College will extend from February 5th to June 5th, and the field work will extend from June 5th to October 1st.

Any student who so desires may extend her course by pursuing an additional term of work at Bryn Mawr College, or additional practice work in approved industrial establishments.

COURSES.

The courses offered may be divided as follows: (a) those courses given during the month of June, (b) those courses given during the academic year at Bryn Mawr College, and (c) the field work given during the summer or during the spring semester.

The courses offered during the month of June will be as follows:

- (1) Labor and industrial problems, 2 hours a day, 3 days a week. Miss Clara Mortenson.
- (2) Statistics, 2 hours a day, 2 days a week. Miss Christine McBride.
- (3) Industrial experience of the war, especially as affecting women, 1 hour a day, 3 days a week. Professor Susan M. Kingsbury.
- (4) Field work, 1 hour conference per week in addition to constant supervision of work in the field. The field work will consist largely of observation in selected manufacturing establishments in order that the student may become familiar with industrial organizations, systems of management, and the problems of manufacturing. Professor Kingsbury and Miss Mortenson.

The courses to be given during the regular college semesters will be as follows:

- (a) Seminary in industrial problems. Miss Anne Bezanson.
- (b) Field or practice work in a manufacturing establishment in Philadelphia or nearby towns. An instructor to be appointed.
- (c) A selection of the following graduate courses or seminars:
 - (1) Seminary in industrial investigation. Professor Kingsbury.
 - (2) Course in statistics, record keeping, and methods of investigation. Miss Bezanson and Professor Kingsbury.
 - (3) Course in industrial experience of the war. Professor Kingsbury.
 - (4) Course in employment management. An instructor to be appointed.
 - (5) Seminary in social psychology. Professor Leuba.
 - (6) Seminary in applied psychology. Dr. Rand.

- (7) Seminary in experimental psychology. Professor Ferree.
- (8) Seminary in social philosophy. Professor T. de Laguna.
- (9) Course in organized effort for social betterment. Professor Kingsbury.
- (10) Seminary in constitutional questions involved in modern economic and social problems. Professor Fenwick.
- (11) Seminary in municipal government. Miss Franklin.
- (12) Course in industrial hygiene. An instructor to be appointed.

The practice work during the summer months for Groups I and III, and during the spring months for Group II, will consist of work in selected manufacturing establishments in Pennsylvania during the spring and in New England during the summer of 1918, and in one or the other of these places in the summer of 1919. This work will consist of those activities of industry which will best fit the student for an understanding of the principles and methods of business administration and the labor problems which confront both the employer and the employed. This field work will be under the careful supervision of an instructor in the Department and will be accompanied by regular conferences on the experiences of the shops and will be carefully supervised in the establishment by an instructor of the Department.

QUALIFICATIONS FOR ADMISSION.

Applicants must be graduates of colleges of acknowledged standing and must present evidence that they are qualified for the work by temperament and character. Preference in choice of candidates will be given to those who have had especial preparation by study or experience.

EXPENSES.

Each student must pay a tuition fee of \$95 for the eight months. In addition, each student will be expected to pay a \$10

laboratory fee, and to supply herself with two fifty-trip tickets between Philadelphia and Bryn Mawr, costing at present \$6.95 each. Certain other expenses not covered by the above fees will be met by the Department, such as expenses for transportation, laboratory charges, and incidentals connected with practice work in the field or with investigations. A house in the vicinity of the College has been rented, in which the cost of board and room will be \$10 a week. The house will be managed by the Department. Assignments will be made in order of application. The cost of living in the field during the summer will vary according to the locality, but will probably not exceed this amount. The actual expenses of the student will be about \$435.

SCHOLARSHIPS.

A number of scholarships amounting to \$300 each will be awarded to well qualified candidates who are unable to meet the entire expense.

APPLICATIONS.

For fuller information and application blanks for admission and for scholarships, address Professor Susan M. Kingsbury, Bryn Mawr College, Bryn Mawr, Pennsylvania. Candidates wishing to enter the first course, beginning June 10th, should send immediately a statement of academic preparation and of experience since graduation, accompanied by letters of recommendation. As far as possible graduate students registered for this course will enjoy all the privileges of the College and will be expected to conform to the usual regulations for graduate students.



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